

Greater Augusta Utility District Board Agenda

Monday, July 27, 2026 6:00 PM

22 Arsenal Street District Meeting Room, Augusta, Maine

1. Welcome - Knight
2. Introduce Board members
3. Introduce GAUD employees, consultants and guests
4. Agenda additions
5. Old Business
 - a. Approve meeting minutes - pages 11 and 12 - **Motion**
 - b. Rate committee update
 - c. Project updates – pages 6 - 8
 - d. General Manager's report – pages 9 - 10
 - e. PFAS “forever chemicals”
6. New business
 - a. Review financial statements - pages 13 - 15 - **Motion**
 - b. Review liens - page 3 - **Motion**
 - c. Maine surveillance law - pages 16 - 18 - **Motion**
 - d. Approve new loans - page 3 - **Motions (two)**
 - e. Confirm Tarbuck can sign lease agreement -pages 4 - 5 - **Motion**
 - f. Communications update
 - g. HR update
 - h. Public comment
7. Adjourn - **Motion**

Attachments:

- Minutes
- Financial statements

Attendees:

☐	Knight – Chair	☐	Tudman Walker	☐	Sawyer	☐	Begin
☐	Paradis – Clerk	☐	Munson	☐	Taylor	☐	Payne
☐	Corey – Treasurer	☐	Luke	☐	Dennett	☐	Tarbuck

A quorum consists of 4 voting Trustees. The table below reflects my best understanding of current terms.

Name	Role	Term expiration	Original	Years served
Ken Knight	Chair	9/19/2028	11/5/2003	22.4
Bob Corey	Treasurer	11/5/2026	3/17/2016	10.0
Pat Paradis	Clerk	1/5/2029	1/5/2017	9.2
Tim Dennett	Augusta	11/5/2026	4/17/2025	0.9
Keth Luke	Augusta - non voting		6/1/2016	9.8
Cecil Munson	Augusta	1/5/2029	1/5/2017	9.2
Brad Sawyer	Augusta	2/4/2028	11/15/2016	9.3
Keith Taylor	Hallowell		9/2/2024	1.5
Kara Tudman Walker	Hallowell - non-voting		9/2/2024	1.5

Guests:

☐ _____

☐ _____

☐ _____

Executive sessions are described in [MRS Title 1 Section 405](#). Executive sessions may only be called by a public recorded vote of 3/5 of the members, present and voting.

Upcoming holidays and meetings:

Monday, August 24, 2026	Regular meeting	22 Arsenal
Monday, September 7, 2026	Labor Day	Holiday
Monday, September 28, 2026	Regular meeting	22 Arsenal
Monday, October 12, 2026	Indigenous Peoples Day	Holiday
Wednesday, October 21, 2026	Regular and planning meeting	Civic Center
Wednesday, November 11, 2026	Veterans Day	Holiday
Monday, November 23, 2026	Regular meeting	22 Arsenal

Training opportunities

1. Welcome
2. Introduce Board members
3. Introduce GAUD employees, consultants and guests
4. Agenda additions
5. Old business

a. Approve meeting minutes - **Motion**

Motion: I move to accept the Board meeting minutes for June 22, 2026.

M	2nd	For	Against
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b. Rate committee update

Rates have been implemented. As a reminder, here is when ratepayers will see the effects of the increases.

Rate change	June 6, 2026
Start of new rates	June 22, 2026
Customers receive bill for new rates	August 14, 2026
Payment due on new rates	September 9, 2026

c. Project updates - Begin

Andy will provide updates regarding the District's capital improvement projects.

d. General Manager's report - Tarbuck

Brian will provide updates not otherwise covered in this report.

e. PFAS "forever chemicals" update

There is an active lawsuit to recover costs to help pay for PFAS related expenses. I spent about ½ hour this month supplying Napoli Shkolnik with information related to a landfill owned by GAUD.

6. New business

a. Review financial statements -**Motion**

Mike Payne will review the financial statements from June, 2026.

Mike Payne will provide the calendar year 2024 audited financial statements.

Motion: I move to accept the 2024 audited financial statements.

M	2nd	For	Against
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b. Review liens - **Motion**

There is a maturing lien in the amount of \$227.48 at 59 Maple Street in Farmingdale for sewer only. The foreclosure date is September 27, 2026.

Randi will send a foreclosure notice to the owner and the mortgage company in mid August.

Motion: I move to waive automatic foreclosure at 59 Maple Street in Farmingdale.

M	2nd	For	Against
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c. Maine surveillance law - **Motion**

A draft policy is included to reflect a recent change in state law that requires employers to tell their employees that they are monitoring activities at work. This policy was derived from work done by the City of Bangor. In

short, we do track and monitor employee activities like email and can derive locations if we wanted to from their GAUD assigned devices. That said, we don't 'do' anything with that information. As far as I can tell this is just a reminder that work provided devices can track your work.

Motion: I move to adopt policy 39 as provided to this meeting to comply with Maine's new law relating to employee surveillance.

M	2nd	For	Against
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d. Approve new loans - **Motions**

There are two different motions for two different financial instruments for Board consideration. These instruments are required for PFAS mitigation and will be used to implement drinking water sources that are free of PFAS.

The table below summarizes the two separate actions.

Loan summary for vote on July 27, 2026					
	Loan Amount	Loan Forgiveness	GAUD Match	GAUD Responsibility	% Forgiven
Loan 1	\$ 5,000,000	\$ 1,750,000	\$ -	\$ 3,250,000	35%
Loan 2	\$ 1,100,000	\$ 1,100,000	\$ 122,222	\$ 122,222	100%
	\$ 6,100,000	\$ 2,850,000	\$ 122,222	\$ 3,372,222	

The first instrument is a DWSRF Loan from the Maine Municipal Bond Bank (MMBB) to GAUD for the New Groundwater Source Project in the amount of \$5,000,000.

This new loan will have a forgiveness of \$1,750,000.

The purpose of this loan is to find a new groundwater source and install a new well as part of the DWP funding related to emerging contaminants.

Motion: I move to execute the \$5,000,000 loan agreement between GAUD and the MMBB for the new groundwater source project as presented to the Board.

M	2nd	For	Against
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The second instrument is a DWSRF Loan from the Maine Municipal Bond Bank (MMBB) to GAUD for the New Groundwater Source Project in the amount of \$1,100,000.

This new loan commits GAUD to pay a 10% match (\$122,222) of the total loan value. The \$1.1M will be 100% forgiveness.

The purpose of this loan is to find a new groundwater source and install a new well as part of the DWP funding related to emerging contaminants.

Motion: I move to execute the \$1,100,000 loan agreement between GAUD and the MMBB for the new groundwater source project as presented to the Board.

M	2nd	For	Against
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e. Confirm Tarbuck can sign lease agreement - **Motion**

In late 2019 we started looking into how the District might benefit from engaging in a solar contract to help reduce the cost of electricity. This never worked out as originally planned but the short version is that we have an agreement to lease an unused portion of property near the water treatment plant in Winthrop to a solar provider.

I signed this back in 2026 as we had talked about it for nearly seven years off and on again at that point.

The [lease agreement is 30 pages long](#) so I'll email it separately. If you want a printed copy let me know.

The solar company doesn't think my signature carries the weight it needs to so they've asked that you all execute the following motion that affirms this authorization.

Motion: I move to affirm that Brian Tarbuck, as General Manager is authorized to execute and deliver the site lease agreement between GAUD and ER Carlton Road Solar LLC dated February 6, 2026, and any and all documents and certificates, and take any and all actions, as may be necessary or convenient to carry out the full purport and intent of the foregoing orders, or any one of them.

M	2nd	For	Against
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f. Communications update -

Meredith will provide updates for the board.

g. HR update - Alan Burton

Alan will provide updates for the board.

Update re Tarbuck contract renewal.

h. Public comment

7. Adjourn

Motion: I move that this body stand adjourned.

M	2nd	For	Against
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Summary of Capital Improvement Projects

CIP #23015 - Riverside Drive PFAS/PFOA pilot study - \$1,773,922 spent to date

Status: We are online as of July 8th, 2026! We will hold off on expending more upgrade effort until we refine our new well source project in North Augusta. The intent of the project is meeting our needs. We hope to improve the flooring, dehumidification, patching and painting, a well cleaning and a generator.

Scope: Mitigate PFAS at the Riverside Drive Treatment Building

Purpose: Comply with State and Federal requirements.

Budget: We are projecting \$15M in total funding for PFAS mitigation and continue to refine project scope

Schedule: Planned for Q2 2026

CIP #25032 - New Groundwater Source to Mitigate PFAS - \$252,047 spent to date

Status: We are still studying the aquifer for long term sustainability. We are reaching out to neighboring properties for more groundwater monitoring wells. We are in preliminary design for 2 miles of water main to connect this site to our water system.

Scope: New source, part of our larger PFAS buildout with our Riverside Drive Solution

Purpose: Maintain 2 million gallons/day of backup supply without PFAS contamination.

Budget: Combined with the Riverside Drive budget of \$15M.

Schedule: Ongoing, likely finishing in 2027 if permitting is a concern.

CIP# 24024 - Brooks and St. Catherine Street - \$66,550 spent to date

Status: The utility work is complete. The City of Augusta is performing the road reconstruction effort.

CIP# 25011 - Davenport Street Storm Drain - \$632,232 spent to date

Status: The utility work is complete and the road is paved. We are working on cleanup, demobilization and project closeout.

CIP# 25017 - Amherst Street Water Main & Storm Drain - \$17,909 spent to date

Status: All easements are in hand for the bidding phase to proceed. We should be bidding soon.

Scope: Replace 640 feet of 6-inch cast iron water main with 8" ductile iron, and Separate 400 feet of storm main from the combined sewer and remove 4 catch basins.

Purpose: The water main is over 100 yrs old and has been identified as deficient in fire flow capacity. The storm work seems like a good fit on this street to remove 4 catch basins from the sewer.

Budget: \$357,500 (water main), \$120,000 (storm main)

Schedule: Complete Q4 2025/Q2 2026

CIP# 25052 - Memorial Drive Stormwater Separation - \$39,575 spent to date

Status: 95% Design. We received a \$2.75M principal forgiveness loan package, of which \$1M is forgiven. This is a significant contribution to make the project move forward. We anticipate bidding this summer for a 2027 construction project. We are coordinating this work either with or around the MDOT bridge work in 2027. We have reached an agreement with the Walgreens property for a stormwater easement.

Scope: Install 1,600 feet of 30-inch diameter Stormwater main.

Purpose: Part of a multi-phase stormwater separation project in the Memorial Circle area to separate over 60 catch basins from the sewer system. The first phase will be a large storm main in Memorial Drive from Gage Street and up West Crescent. Future phases will include spurs to Western Avenue, Swan and Green Streets.

Budget: \$3.0M (storm main)

Schedule: TBD, formulating a plan with MDOT work. Likely Q2 & Q3 2027.

CIP# 25051 - Eastern Avenue Water Main Replacement - \$3,124 spent to date

Status: Design. We are 80% through our design efforts. Engineering has been a bit busy. We are hoping to get back on this design effort to put a bid out late summer for a 2027 construction.

Scope: 6,300 feet of 12-inch water main between Hospital Street and Cony Road.

Purpose: The 6 & 8-inch unlined cast iron mains have a high break history, approaching 100 years old. In 2025 we fixed 3 leaks with more than 6 along this route. This project will likely be phased into smaller segments for affordability.

Budget: \$4M (water main)

Schedule: Likely Q2 & Q3 2027 Construction, pending budget support.

CIP# 26023 - Sand Hill Lining/Rehabilitation - \$1,375 spent to date

Status: Received bids from 3 contractors. The total includes lining 645 feet of culvert piping for the City of Augusta. The GAUD scope total is \$642,455.00. We have awarded the contract to **Insituform** for the base bid, no Alternate at this time.

Item #	Description	QTY	Insituform		National Water Main		Vortex	
			Unit Price	Proposal Amount	Unit Price	Proposal Amount	Unit Price	Proposal Amount
1	6" CIPP Liner	260	\$39.00	\$10,140.00	\$45.00	\$11,700.00	\$55.00	\$14,300.00
2	8" CIPP Liner	7345	\$36.00	\$264,420.00	\$45.00	\$330,525.00	\$50.00	\$367,250.00
3	10" CIPP Liner	3895	\$42.00	\$163,590.00	\$46.00	\$179,170.00	\$58.00	\$225,910.00
4	12" CIPP Liner	2660	\$56.00	\$148,960.00	\$68.00	\$180,880.00	\$90.00	\$239,400.00
5	15" CIPP Liner	255	\$157.00	\$40,035.00	\$72.00	\$18,360.00	\$90.00	\$22,950.00
6	18" CIPP Liner	435	\$86.00	\$37,410.00	\$120.00	\$52,200.00	\$180.00	\$78,300.00
7	24" CIPP Liner	65	\$294.00	\$19,110.00	\$335.00	21807*	\$265.00	\$17,225.00
8	30" CIPP Liner	55	\$384.00	\$21,120.00	\$394.00	\$21,670.00	\$375.00	\$20,625.00
9	Removal of Protruding taps	13	\$1,000.00	\$13,000.00	\$100.00	\$1,300.00	\$325.00	\$4,225.00
Base Bid Total				\$717,785.00		\$795,805.00		\$990,185.00
Alternate								
10	36" CIPP Liner	495	\$318.00	\$157,410.00	\$264.00	\$130,680.00	\$270.00	\$133,650.00

Scope: 15,000 feet of sewer and storm rehabilitation by installing cured in place liners.

Purpose: Rehabilitate compromised sewer and storm infrastructure ranging in size from 6-inch to 30-inches in diameter.

Budget: \$700,000 (\$413,000 sewer, \$287,000 Storm)

Schedule: Q3 & Q4 2026

CIP #24021 - 12 Williams Building Improvements - \$104,944 spent to date

Status: The meeting space bathroom project is nearing completion. It will be ADA compliant and gender neutral. We are also adding an intercom and camera system to the 22 Arsenal Entrance for remote access and monitoring.

Scope: Invest in security and building updates for office and operations

Purpose: As annual budget permits we are investing in building updates to make our office and operations center more functional.

Budget: TBD annually.

Schedule: Annual ongoing.

General Manager's Report

The following employees have a July hire date:

Maia Ferris	4
Kolby Peckham	7
David Robinson	7
Stephen Tirrell	7
Brian Tarbuck	24



Of interest:

- **Wastewater Wednesdays** - The guys at the plant are looking into how hard it would be to have scheduled tours of the wastewater treatment plant. The idea is that we'd have 90 minutes from start to finish and lay in some coffee and donuts. People would get a quick walk through the facility and then get a complimentary "I ♥ wastewater" sticker on the way out. I think this would be good for several reasons and presuming no objections, we'll continue to lay this out.
- **Interns:** (from left to right)
 - Jeffrey Lemieux - Dartmouth - Mechanical Engineering
 - Silas Bartol - Clarkson - Mechanical Engineering
 - Carlee Pontau - UMaine Mechanical Engineering
- Confirm Wednesday, October 21 is a good day for the **annual planning session** at the Augusta Civic Center (straw poll)
- I'm discussing the option of legislation in 2027 to allow GAUD to invest in private infrastructure for the sole purpose of getting EPA money into our customer's pockets to **replace the 10 privately owned lead service pipes that we are tracking**. As it stands, we are required by EPA to remove these pipes and prevented from doing so by a local decision we've made to not invest in privately owned infrastructure. I'm exploring if this is something that we need the legislature to work on or if it's something we need to put back on the referendum for Augusta voters to approve.
- I've volunteered to be part of a **national [WaterISAC](#) committee relating to physical security** for water and wastewater utilities. This is remote and should only be about an hour per month. Seemed like something I would get more out of than I would have to put in.
- **Cybersecurity** warnings are increasing as adversaries seek to cause disruptions in critical infrastructure. We have been working to document and upgrade IT systems and will meet with CISA the day after this meeting for updated guidance.



Activities

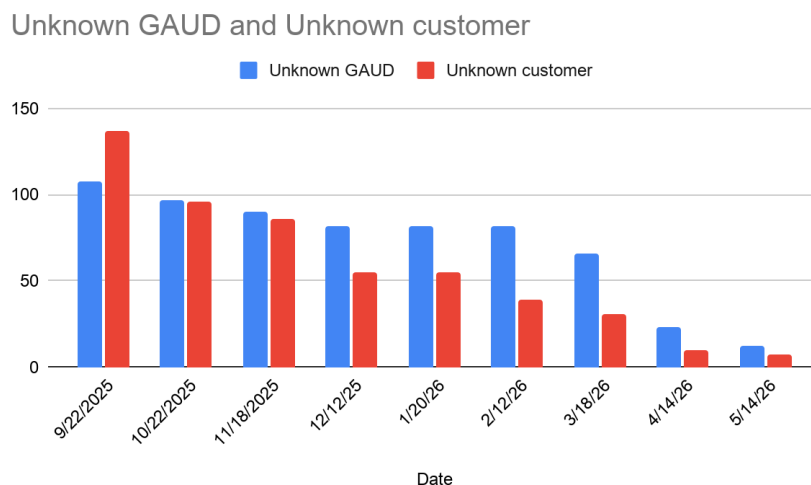
- 6/23 Trunkline meeting
- 6/23 met with DEP regarding combined sewer overflow progress and Long Term Control Plan update
- 6/24 started cleaning drinking water storage tanks with divers
- 6/25 Andy and I met w/ Representative Dan Shagoury re PFAS
- 6/29 met with Tighe & Bond re rate modeling progress
- 7/2 dropped off 60 traffic cones in Winthrop for Friends on the 4th 5k benefit run
- 7/20 - 7/24 IronMan support work

Lead and copper

The reactivation of the well at Riverside Drive has resulted in a regulatory requirement to collect **30 lead and copper samples** throughout the drinking water distribution system. These will be collected over the next month.

Progress continues on identifying lead service lines that are either owned by the customer or by GAUD.

The chart below shows the progress we've made in identifying unknown service types. The goal is to get the number of unknown pipes to zero. To date we have not identified any GAUD owned lead services. We have identified 10 customer owned lead services.



Our goal remains to have all “unknown” services identified by January, 2028. You can see by the chart that significant progress has been made. We will resubmit our inventory to reflect our current findings in early July and send public notices to the 10 customers with lead services by the end of October. In the meantime, the dwindling number of pipes that need to be inspected makes it easier to verify so we think we will be able to verify the currently ‘unknown’ pipes by December.

In 2027 we expect new guidance from EPA that will require additional ‘potholing’ verification of pipes. Even if we know what the pipe is, EPA requires that we prove it by direct observation and documentation. This is very expensive so we’re going to wait for formal guidance to ensure we don’t have to do this task multiple times.

Greater Augusta Utility District (GAUD) Board Meeting Minutes

Date: June 22, 2026 18:00 EST

Location: 22 Arsenal Street

Board Members Present: Ken Knight (Chair), Cecil Munson, Keith Taylor, Brad Sawyer, Keith Luke, Pat Paradis, Tim Dennett, Bob Corey (Remote)

Board members absent: Kara Tudman Walker

Personnel Present: Brian Tarbuck (General Manager), Andy Begin (Assistant General Manager), Mike Payne (Finance Director)

Consultants Present: Alan Burton (HR Consultant), Meredith Strang-Burgess (Communications), Matt Reynolds (consulting hydrogeologist, Drumlin Environmental)

1. Groundwater Extraction Project & Public Comment

Due to a high volume of guests, the Board moved this item to the beginning of the meeting.

- **Project Context:** GM Brian Tarbuck explained that the district is seeking new groundwater sources because PFAS contamination forced the closure of a major well on Riverside Drive in late 2024.
- **Hydrogeological Findings:** Matt Reynolds reported on test pumping at a proposed well site near the Manchester / Augusta boundary. Testing at rates of 340 and 550 gallons per minute showed a drawdown of only a few feet at the property edges, which typically falls within natural seasonal variations (4–7 feet).
- **Resident Concerns:** Several Manchester and Augusta residents (Gary, Rick, John, Debbie) expressed concern regarding the quality and quantity of their private wells. Key points raised included:
 - **Baseline Data:** Residents requested that an independent, third-party hydrogeologist establish a multi-year baseline for their wells, rather than relying solely on district-contracted data.
 - **Legal Protections:** Residents asked for long-term legal contracts or guarantees that the district would be responsible if their wells failed or were contaminated.
 - **Past Land Use:** A resident (John) raised concerns about a historical "fill zone" from hospital construction in the early 2000s and potential pollution from nearby gravel pits.
- **District Response:**
 - **Legal Constraints:** Tarbuck noted that the district is legally prohibited from spending public funds to improve or monitor private property directly.
 - **Proposed Solution:** The district suggested residents could provide easements for GAUD to install monitoring wells on their property, which would allow for legal data collection at the district's expense.
 - **Communication:** Residents criticized the district for not proactively notifying neighbors before the test pumping began. The Board and staff committed to better communication, including meeting with local representatives and Manchester city officials later.

- 19:04 Minutes: Sawyer moved to approve the minutes from the May 18, 2026, meeting. Dennett seconded the motion. The motion passed unanimously.
- 19:05 Tarbuck and Payne updated the board on progress with developing new rate models for the water, sewer and stormwater divisions.
- **19:06 Begin provided project updates:**
 - PFAS Treatment: New filtration media (Dowex PSR2 Plus and Sorbix HC7) has been loaded into vessels. Lab results are needed to confirm the water is PFAS-free before bringing the system back online.
 - Memorial Drive Drainage: The district secured a \$2.75M funding package from the Clean Water SRF, which includes \$1M in principal forgiveness, for a new 30-inch drainage pipe project.
 - Water Street: The project is experiencing delays due to the complexities of working in an old street.
 - Meeting Space Bathroom: Renovation of the meeting space bathroom to be gender-neutral and ADA-compliant is ongoing.
- **19:27 Tarbuck provided updates** relating to employee anniversaries, and summer interns.
- **19:31 Payne provided financial updates (May):**
 - **Water:** Revenue \$2.9M (on budget); Expenses \$1.9M (4% below budget).
 - **Sewer:** Revenue \$3.0M (1% below budget); Expenses \$2.02M (6% below budget).
 - **Stormwater:** Revenue \$1.88M (1% over budget); Expenses \$1.2M (3% below budget).
- **Audit Status:** The 2024 audit is complete. However, a motion to accept the financial statements was tabled to the next meeting as Board members had not yet received the link to review the documents.

19:41 Burton provided a human resources update.

- **Staffing:** Three of four open positions were filled (CCTV operator, Billing Clerk, and Assistant Maintenance Mechanic). Interviews are underway for a Project Engineer.

19:43 Sawyer moved to enter executive session to discuss property acquisition pursuant to MRS 405 6 C. The motion was seconded by Munson. The motion was approved unanimously.

At 19:47 the board resumed the meeting.

Corey moved to execute the \$4,900,000 loan agreement between GAUD and the MMBB for the new groundwater source project as presented to the Board. The motion was seconded by Dennett. The vote to approve the motion was unanimous.

At 19:49 Sawyer moved to adjourn the meeting. The motion was seconded by Munson. The vote to approve the motion was unanimous.

GREATER AUGUSTA UTILITY DISTRICT

Financial Highlights for June 2026

Water Division

Income Statement: Water revenue for the month ending June 30, 2026 totaled **\$3.5M** which is **1% over budget** and approximately **\$277K above** the same period last year. Expenses for the same period totaled **\$2.3M** which is **4% below budget** and approximately **\$16K below** the same period last year.

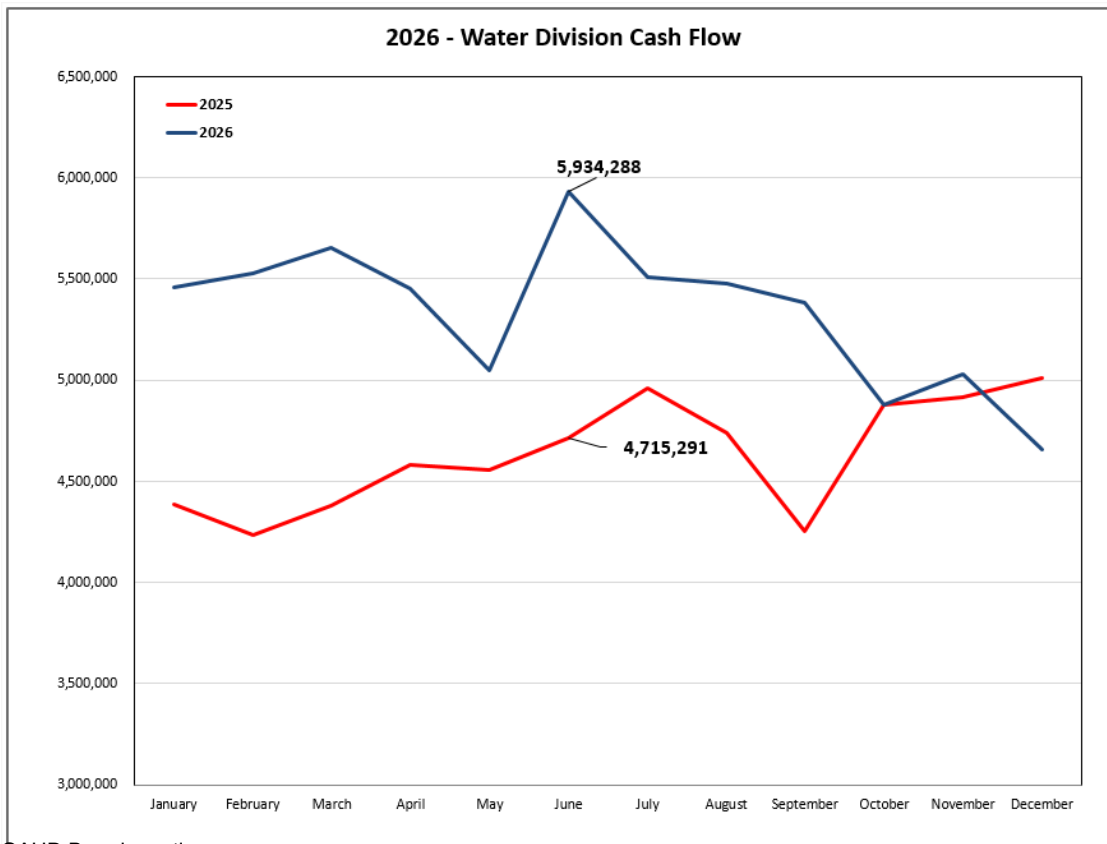
Water Revenue

	Budget	Actual YTD	% Used
Metered	4,392,963	2,034,155	46%
Fire Protection	2,459,060	1,229,760	50%
Investment income	12,000	26,350	220%
Other Income/Grants	104,952	234,935	224%
Sum:	6,968,975	3,525,200	51%

Water Expenses

	Budget	Actual YTD	% Used
Labor and fringe	2,441,057	1,153,478	47%
Power	275,000	110,592	40%
Supplies	589,650	189,873	32%
Debt interest	92,186	46,429	50%
Depreciation	1,003,435	543,678	54%
Other	663,068	293,504	44%
	5,064,396	2,337,554	46%
Revenue - expense	1,904,579	1,187,646	

Cash Flow: Cash at the beginning of the month was **\$5.1M**. Revenue of **\$1.5M** was collected which includes drawdowns of **\$938K** for DWSRF loans. O&M expenses were **\$338K**. CIP expenses were **\$293K**. Cash at the end of the month was **\$5.9M**.



GREATER AUGUSTA UTILITY DISTRICT

Financial Highlights for June 2026

Sewer Division

Income Statement: Sewer revenue for the month ending June 30, 2026 totaled **\$3.7M** which is **in line with budget** and approximately **\$362K above** the same period last year. Expenses for the same period totaled **\$2.4M** which is **6% below budget** and approximately **\$21K below** the same period last year.

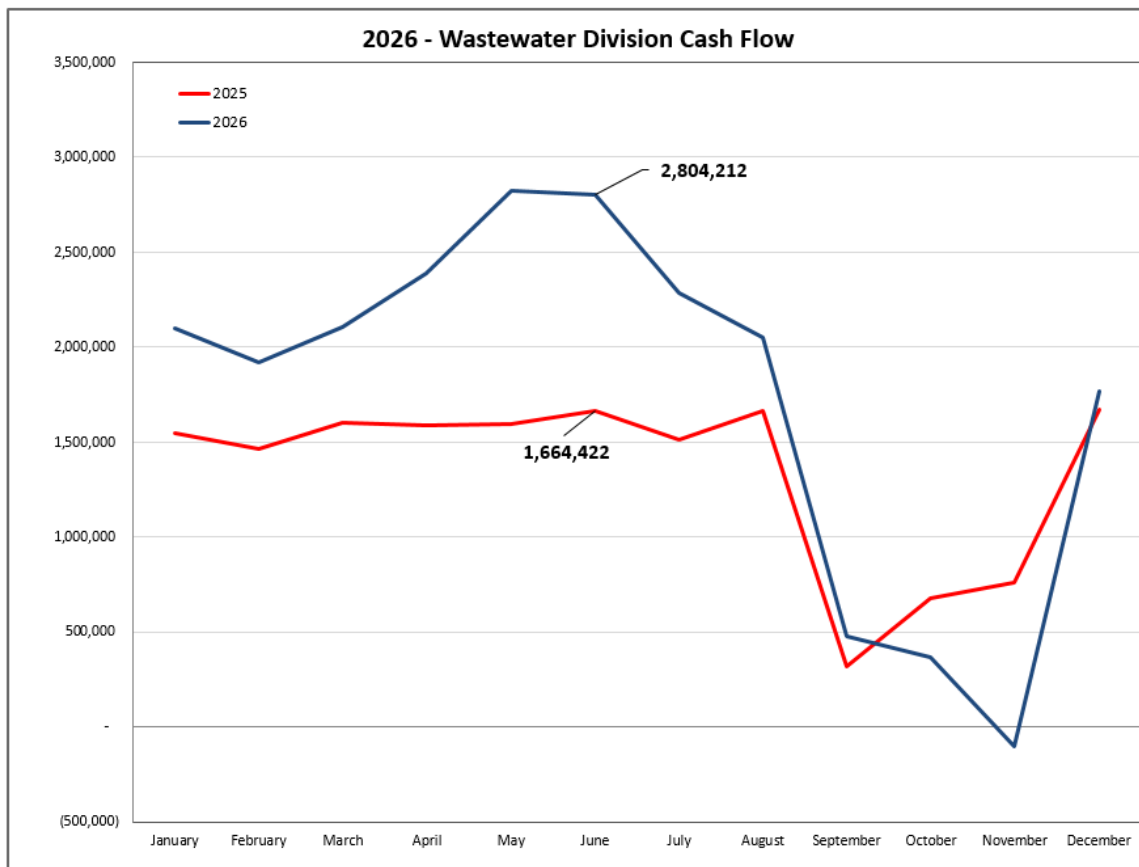
Sewer Revenue

	Budget	Actual YTD	% Used
Flat rate	30,836	15,665	51%
Metered	5,991,524	2,779,361	46%
Trunkline	939,184	462,180	49%
Investment income	12,000	26,350	220%
Other Income/Grants	365,692	417,797	114%
Sum:	7,339,236	3,701,352	50%

Sewer Expenses

	Budget	Actual YTD	% Used
Labor and fringe	1,946,431	767,254	39%
Power	354,450	175,337	49%
Supplies	336,800	163,883	49%
Debt interest	239,124	110,044	46%
Depreciation	1,480,229	721,122	49%
Other	1,184,194	493,484	42%
	5,541,228	2,431,124	44%
Revenue - expense	1,798,008	1,270,229	

Cash Flow: Cash at the beginning of the month was **\$2.8M**. Revenue of **\$566K** was collected. O&M expenses totaled **\$374K**. CIP expenses were **\$213K**. Cash at the end of the month was **\$2.8M**.



GREATER AUGUSTA UTILITY DISTRICT

Financial Highlights for June 2026

Storm Division

Income Statement: Storm revenue for the month ending June 30, 2026 totaled **\$2.2M** which is **3% over budget** and approximately **\$180K above** the same period last year. Expenses for the same period totaled **\$1.4M** which is **4% below budget** and approximately **\$6K above** the same period last year.

Storm Revenue

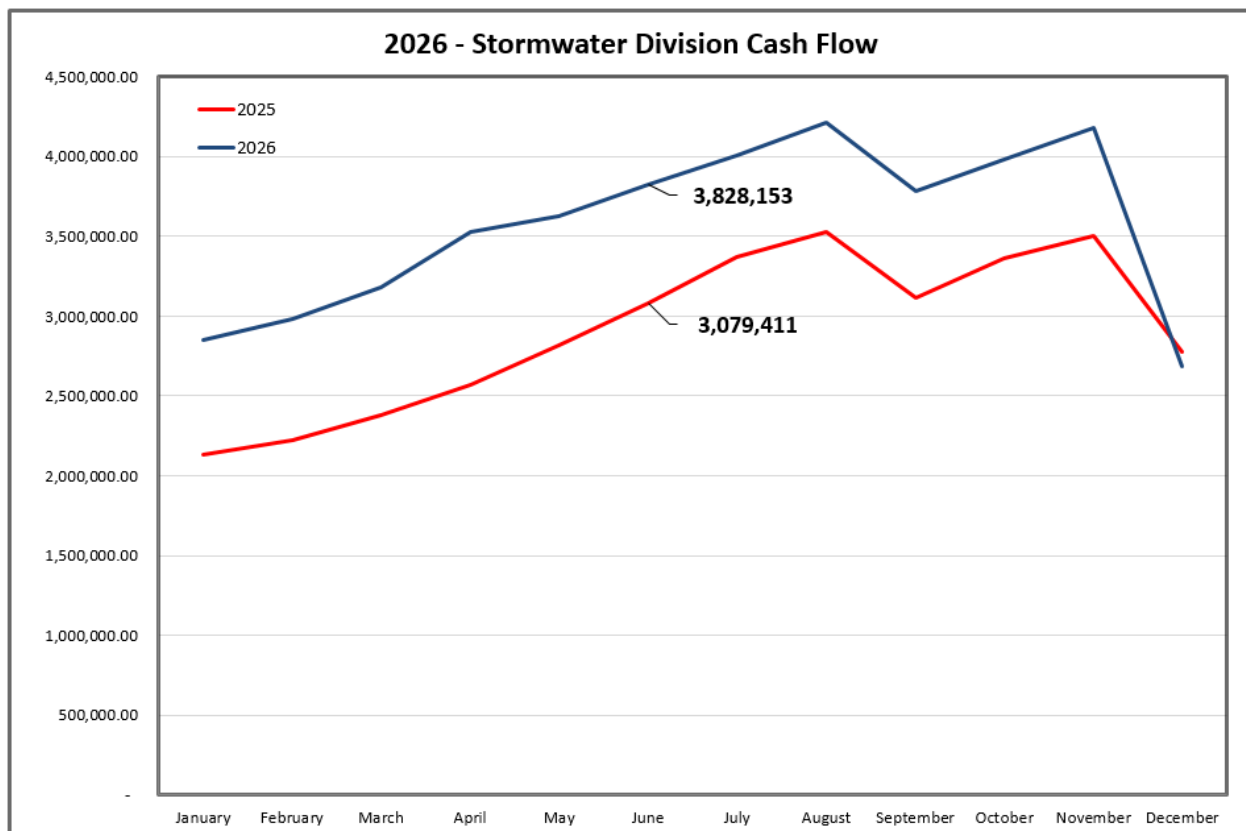
	Budget	Actual YTD	% Used
Stormwater	4,186,015	2,073,829	50%
Investment income	12,000	26,350	220%
Other Income/Grants	-	141,204	0%
Sum:	4,198,015	2,241,383	53%

Storm Expenses

	Budget	Actual YTD	% Used
Labor and fringe	1,312,424	572,375	44%
Power	151,000	77,285	51%
Supplies	185,650	113,111	61%
Debt interest	66,794	27,029	40%
Depreciation	913,376	438,985	48%
Other	372,478	164,149	44%
	3,001,722	1,392,934	46%

Revenue - expense	1,196,293	848,448
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Cash Flow: Cash at the beginning of the month was **\$3.6M**. Revenue of **\$364K** was collected. O&M expenses were **\$150K**. CIP expenses were **\$7K**. Cash at the end of the month was **\$3.8M**.



GAUD Policy #: 30

Effective Date: July 27, 2026

Policy 30: Employee Surveillance Policy

1. PURPOSE

The Greater Augusta Utility District (GAUD) is committed to maintaining a transparent, respectful, and lawful workplace. This policy establishes guidelines for the District's use of electronic monitoring ("employer surveillance") in compliance with Maine law ([26 M.R.S. §620-A](#)), while balancing operational, safety, and security needs with employee privacy.

2. SCOPE

This policy applies to all GAUD employees, supervisors, and applicants for employment.

3. DEFINITIONS

For purposes of this policy:

- **Employee:** Any individual who performs services or labor for GAUD for wages.
- **Employer:** The Greater Augusta Utility District, including all divisions and departments.
- **Employer Surveillance:** Monitoring of an employee through electronic devices or systems, including but not limited to computers, digital devices, or other electronic systems.

Employer surveillance does **not** include the use of surveillance cameras for security or safety purposes or the use of global positioning system (GPS) tracking or other safety devices on vehicles owned by the Greater Augusta Utility District and operated by the employee.

- **Personal Electronic Device:** Any device owned by an employee (e.g., personal cell phone, tablet, or computer).

4. POLICY

GAUD may utilize employer surveillance where appropriate for legitimate business purposes, including but not limited to:

- Monitoring, recording, and retaining electronic communications, including email and internet usage on GAUD owned devices and networks, for the purpose of ensuring compliance with GAUD policies, protecting against inappropriate use on GAUD resources, responding to public information requests, and maintaining the security of electronic systems.
- Use of video cameras in common areas (lobbies, hallways, parking lots, and other shared spaces) as well as GAUD owned vehicles and equipment for the purpose of monitoring the safety and security of employees, the public, and GAUD property.

Video surveillance will **not** be used in areas where employees have a reasonable expectation of privacy, such as restrooms, changing rooms, or employee breakrooms, unless required by law.

- Use of GPS for the purposes of knowing where employees and GAUD owned equipment are located for safety and security purposes as well as understanding efficiencies.
- Investigating complaints involving employees (e.g., investigations into misconduct, violations of policy, employee negligence, etc.).

All such use must comply with the notice and limitation requirements outlined below.

5. PROCEDURES

Notice Requirements

Notice to Applicants

During the application process, individuals will be informed that the GAUD engages in employer surveillance.

Signage

Where security monitoring (including audio-enabled systems) is in use, GAUD will post signage in appropriate locations to provide general notice.

Acceptable Use of Surveillance

A. General Use

Employer surveillance may include, but is not limited to:

- Monitoring GAUD-issued computers, networks, and email systems;
- Monitoring work-related communications on GAUD systems;
- Use of software to track system usage, cybersecurity threats, or productivity metrics; or
- Monitoring video in GAUD facilities and vehicles.

All surveillance must be:

- Job-related;
- Limited to legitimate business purposes; and
- Conducted in a manner that respects employee privacy to the extent practicable.

B. Security and Safety Monitoring (Including Audio)

GAUD uses security systems in certain areas that may include video and audio recording for safety, security, and operational integrity purposes.

- These systems are not used for routine employee performance monitoring.
- Monitoring is generally limited to:
 - Public-facing areas;
 - Entrances and exits; and
 - Operational or safety-sensitive areas.

- Recordings may be reviewed:
 - In response to safety or security incidents;
 - For investigations involving misconduct or policy violations; or
 - To meet legal, regulatory, or law enforcement requirements.

Exceptions

This policy does not apply to surveillance in settings where personal care services are provided, as defined in 26 M.R.S. §620-A(6).

Compliance and Enforcement

Failure to comply with this policy may result in disciplinary action, up to and including termination.

Violations of Maine law may also result in enforcement actions by the Maine Department of Labor, including fines.

Relation to Other Laws and Policies

This policy is intended to comply with applicable state and federal laws. Nothing in this policy limits the GAUD's ability to meet legal obligations, including but not limited to:

- Public records laws
- Workplace safety requirements
- Law enforcement or regulatory requests